

Publications & News

Publications and Presentations

Offit Kurman Counsel Sarah Goodman Featured in SHRM Article on Title VII Compliance

February 13, 2025

Offit Kurman counsel Sarah Goodman was featured in a Society for Human Resource Management (SHRM) article, "Title VII Refresher in Light of Possible Criminal Investigations," by Allen Smith, J.D. The article examines the heightened scrutiny on equal employment opportunity efforts following recent executive orders and a U.S. Department of Justice memo that considers potential criminal investigations into unlawful diversity, equity, and inclusion (DEI) programs.

Sarah provided critical insights into the complexities of Title VII of the Civil Rights Act of 1964, emphasizing the importance of carefully structured DEI programs to ensure compliance. "DEI programs, while well-intentioned, can sometimes inadvertently create issues if they are not carefully designed and implemented," noted Sarah.

In her contribution, Sarah outlined key prohibited practices under Title VII, including quota systems, preferential treatment based on protected characteristics, and exclusionary practices. She also highlighted best practices for employers striving to maintain equal opportunity in compliance with federal regulations, including the use of skills-based assessments, inclusive mentorship programs, and data-driven evaluations of workplace policies.

To view the full article on SHRM's website, click [here](#).

Related People

- Sarah Goodman

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